

Meeting of the Municipal Council

of September 25, 2024 | Convocation date: September 19, 2024

Present

Mayor

ZOVILE-BRAQUET Marion (CSV) – MZB

Aldermen

ANSAY Stéphanie (LSAP) – SA

SCHMITZ Jean-Pierre (CSV) – JPS

Councillors

ARRENSDORFF Jean-Jacques (Déi Gréng) – JJA

AXMANN Robert (DP) – RA

DI GENOVA Jean-Pierre (CSV) – JPDG

EIFES Eric (DP) – EE

ENTRINGER Marc (CSV) – ME

LOOSE Yves (CSV) – YL

THOMÉ Pol (LSAP) – PT

ZHU Dali (DP) – DZ

Municipal Secretary, f. f.

TAZIAUX Tim

Editor

THILL Melissa

Excused

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Agenda:

Closed session:

14. Extension acting secretary

15. Retirement of a municipal employee

16. Provisional appointment of an A2 official - communications department

Open session:

1. Final school organization 2024-2025

2. Specific modification PAP an den Leessen 3 - Graphic part

3. Approval of subdivisions

3.1. Subdivision Bourgheid - Contern

3.2. Subdivision rue de Moutfort - Oetrange

3.3. Subdivision rue des Prés - Contern

3.4. Subdivision rue de Syren

4. Approval of deeds/special agreements

4.1. Approval of a consolidation and transfer deed (PAP Süd)

4.2. Approval of a deed of sale with building lease (PAP Süd)

4.3. Sales agreement - Sale of land

4.4. Approval of a deed - Constitution of servitude

5. Validation of agreements

5.1. Validation of the Ministry of Housing Agreement - building subsidy - Bricherpad

5.2. Validation of the MEC - Super Senior Agreement

6. Naming of two streets

7. Budget adjustment - Additional credit

8. Grants associations 2024 - continuation

9. Adaptation of political leave

10. Position - Conversion of a position

11. Confirmation of temporary payments

12. Income validation

13. Answers to questions from the opposition

13.1 Information and questions from councillors

Open session:

1. Final school organization 2024-2025

Mr. Laurent Styr presented the final school organization for the year 2024-2025.

The councillors voted aloud and unanimously decided to approve the school organization as presented.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

2. Specific modification PAP an den Leessen 3 - Graphic part

The Mayor explained that it turned out that a table was missing on the plan, so it was added. The rest remains the same.

The college of aldermen proposed to approve the draft amendment to the PAP an den Leessen III as drawn up by the Rausch & Associés design office and which is an integral part of the file.

The councillors voted aloud and decided with 7 votes in favour and 4 abstentions to approve the draft amendment to the PAP an den Leessen III.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

3. Approval of subdivisions

3.1. Subdivision Bourgheid – Contern

The college of aldermen proposed to approve the plans for the subdivision of plots 10/5721 and 10/5722 located at Bourgheid Street in Contern.

The councillors voted aloud and unanimously decided to approve the subdivision.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

3.2. Subdivision rue de Moutfort – Oetrange

The college of aldermen proposed to approve the plans for the subdivision of plots 371/3046, 371/3047 and 371/3048 located at rue de Moutfort-Oetrange.

The councillors voted aloud and unanimously decided to approve the subdivision.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

3.3. Subdivision rue des Prés – Contern

The college of aldermen proposed to approve the plans for the subdivision of parcel 170/4671, located at rue de Prés - Contern.

The councillors voted aloud and unanimously decided to approve the subdivision.

3.4. Subdivision rue de Syren

The college of aldermen proposed to approve the plans for the subdivision of plots 439/4679 and 442/1080 located at Rue de Syren in Contern.

The councillors voted aloud and unanimously decided to approve the subdivision.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

4. Approval of deeds/special agreements

4.1. Approval of a consolidation and transfer deed (PAP Süd)

The college of aldermen proposed to approve the deed of consolidation and transfer (PAP Süd) no. 751/2024.

The councillors voted aloud and unanimously decided to approve the deed of consolidation and transfer.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

4.2. Approval of a deed of sale with building lease (PAP Süd)

The college of aldermen proposed to approve the deed of sale with building lease (PAP Süd) no. 1021/2024.

Mr Arrensdorff asked what was the cost of the project for the municipality, after taking into account all deductions?

The Mayor replied that the breakdown would be communicated to the Council as soon as the complete closure of the project had been completed.

The advisors voted aloud and unanimously decided to approve the deed of sale.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

4.3. Sales agreement - Sale of land

The college of aldermen proposed to approve the sales agreement with the state of the Grand Duchy concerning the transfer of rights on real estate listed in the cadastre of the Municipality of Contern, section B of Moutfort and Medingen, with an area of 0.66 ares, for the sum of €462.

The councillors voted aloud and unanimously decided to approve the sales agreement.

4.4. Approval of a deed - Constitution of servitude

The college of aldermen proposed to approve deed No. 1036/2024 with CREOS concerning the establishment

of servitude on the place called Op Horbett.

The councillors voted aloud and unanimously decided to approve the deed.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

5. Validation of agreements

5.1. Validation of the Ministry of Housing Agreement - building subsidy - Bricherpad

The college of aldermen proposed to approve the agreement with the Ministry of Housing concerning building subsidy -Bricherpad

The councillors voted aloud and unanimously decided to approve an agreement with the Ministry of Housing.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

5.2. Validation of the MEC - Super Senior Agreement

The college of aldermen proposed to approve the agreement with MEC asbl concerning the establishment of the Super Senior service.

The councillors voted aloud and unanimously decided to approve an agreement with MEC asbl.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

6. Naming of two streets

The college of aldermen proposed to name the 2 new streets in the PAP "Op Horbett"

1. "Nicolas Thill Street"
2. "Feierblummestrooss"

The councillors voted aloud and unanimously decided to approve the college of aldermen's proposal.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

7. Budget adjustment - Additional credit

The college of aldermen proposed to vote in additional appropriations of €100,000 to cover the costs of applications currently being processed, in order to ensure legal compliance and the accuracy of administrative decisions. These expenses will be covered by the surplus in the 2024 budget.

The opposition wanted more details on the needs expressed in the request in order to ensure greater transparency.

Mr. Jim Schmitz mentioned several ongoing projects, including the use of an expert to support the financial department.

The councillors discussed and then voted out loud and decide with 7 votes in favour and 4 against to vote for the additional credits of €100,000 as proposed by the college of aldermen.

Vote in favour:

MZB, SA, JPS, JPDG, ME, YL, PT

Vote against:

JJA, RA, EE, DZ

8. Grants associations 2024 – continuation

The college of aldermen proposed to allocate to the association Conter Mouder asbl the subsidy for the year 2024 of 350€.

The councillors voted aloud and unanimously decided to allocate an amount of €350 to the association Conter Mouder asbl.

Vote in favour:

MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

9. Adaptation of political leave

The college of aldermen proposed to distribute the additional 6-hour political leave as follows:

Mr Pol THOME: 3.0 hours/week

Mr Marc ENTRINGER: 1.5 hours/week

Mr Yves LOOSE: 1.5 hours/week

Ms. Stéphanie ANSAY's political leave remains unchanged.

The councillors voted aloud and decided with 7 votes in favour and 4 abstentions to allocate the additional political leave as follows:

Mrs. Stéphanie ANSAY: 3.5 hours/week

Mr Pol THOME: 3.5 hours/week

Mr Marc ENTRINGER: 4.0 hours/week

Mr Yves LOOSE: 4.0 hours/week

Vote in favour:

MZB, SA, JPS, JPDG, ME, YL, PT

Abstention:

JJA, RA, EE, DZ

10. Position - Conversion of a position

The college of aldermen proposed to adapt the post of official in processing group C1, administrative sub-group, created on 17 October 2007, into a full-time post of official in processing group A2, administrative sub-group, on a full-time basis (100%) for the needs of the financial department.

The advisers voted aloud and decided, with 7 votes in favour and 4 abstentions, to adapt the post of official mentioned above to a full-time (100%) staff member in processing group A2, administrative sub-group, for the needs of the financial department.

Vote in favour:

MZB, SA, JPS, JPDG, ME, YL, PT

Abstention: JJA, RA, EE, DZ	2/170/707120/99001 Business tax €419,000.00
11. Confirmation of temporary payments The Mayor presented temporary traffic regulations issued on an emergency bases by the college of the mayor and the following aldermen: Date of payment, Purpose 31 July 2024 Temporary regulation in Contern - Rue de Luxembourg	2/170/707280/99001 Miscellaneous reimbursements: taxes, fees, miscellaneous income and reimbursements €6,802.18
28 August 2024 Temporary regulation in Moutfort - Rue de Contern	2/170/707280/99001 Miscellaneous reimbursements: taxes, fees, miscellaneous income and reimbursements €0.40
04 September 2024 Temporary regulation in Moutfort - Kiem	2/170/707280/99001 Miscellaneous reimbursements: taxes, fees, miscellaneous income and reimbursements €6 817.38
The councillors voted unanimously to confirm the traffic regulations.	
Vote in favour: MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ	2/170/707280/99001 Miscellaneous reimbursements: taxes, fees, miscellaneous income and reimbursements €1,755.00
12. Income validation The alderman in charge of finance presented the following income for the 2024 financial year: Article, Wording of the article 1/890/168000/22058 BD Village grant €3,000.00	2/170/707280/99001 Miscellaneous reimbursements: taxes, fees, miscellaneous income and reimbursements €2,491.71
2/120/748320/99001 Reimbursement difference on salaries €5,229.24	2/170/744560/99001 Global endowment fund for municipalities €2,316,821.00
2/120/748392/99001 Reimbursement mutual insurance and social security fund €6,866.18	2/170/746000/99001 Reimbursement made by insurance companies after a claim €413.01
2/120/748392/99001 Reimbursement mutual insurance and social security fund €7,716.31	2/170/746000/99001 Reimbursement made by insurance companies after a claim €2,132.91
2/130/748380/99002 Reimbursement of advanced advertisement fees €8,888.36	2/413/707250/99002 Hunting rental €4,871.19
2/130/748380/99002 Reimbursement of advanced advertising costs (publications of notices to the public notices, PAP) €1,355.95	2/425/702300/99001 Electricity production - Payment Enovos Luxembourg SA €361.79
2/130/748380/99002 Reimbursement of advanced advertising costs (publications of notices to the public notices, PAP) - €	2/510/707230/99001 Remuneration taxes, royalties, miscellaneous income and reimbursements €7,239.12
	2/611/708212/99001 Rents and rental charges for buildings €24,837.01

2/611/708212/99001
Rents and rental charges for buildings
€26,837.01

2/890/705100/99002
Miscellaneous income from cultural events and
festivities
€60.00

Total: €2,853,495.75

The councillors voted aloud and unanimously
approved the income as presented.

Vote in favour:
MZB, SA, JPS, JJA, RA, JPDG, EE, ME, YL, PT, DZ

13. Answers to questions from the opposition

Madame Mayor spoke and informed the Council that a list of 20 questions had been submitted by the opposition parties - DP and Déi Gréng - concerning the staff situation in the municipality. She also pointed out that there have been numerous statements concerning this subject in recent days. The Mayor wished to state that these statements are not based on any concrete facts.

Response from the College of Mayor and Aldermen on the staff situation.

The College relies on three recent facts to demonstrate the unfounded nature of these accusations. This information, provided by an expert appointed by the College on 28 June last year, sheds light on the real situation. First, the organizational analysis revealed that 83.3% of employees enjoy their work at the municipality of Contern, a figure that indicates significant overall motivation. For comparison, the average for employees in 35 similar jurisdictions is 57.9%.

Second, the College is in a position to confirm, through an external statistical comparison, that neither absenteeism nor the turnover rate in the municipality of Contern exceed the average observed in the public sector.

The College recognizes that, in any work environment, interpersonal tensions can occur. However, if serious problems such as those described by the opposition actually existed, the staff delegations would certainly have informed the College. In order to deal with the concerns that emerged in June, in particular after the departure of two employees in one month, the Collège commissioned an external company to carry out a comprehensive analysis of the staff situation. This participatory survey allowed each employee to express themselves freely, in a secure and impartial environment. In response to concerns raised about the anonymity of this analysis, it is recalled that confidentiality

will be strictly respected. It is unfortunate that the 20 questions, containing internal information, were shared on social media on 29 August 2024. The College remains vigilant about the protection of staff data and considers that certain answers cannot be made public without compromising this principle. Over the years, the College has always worked in open dialogue with its collaborators to strengthen services and improve the service provided to citizens. This dialogue took the form of staff meetings, information sessions and the establishment of new structures, particularly in the financial, educational, human resources and communication departments. At the same time, the acquisition of a second building for the workshops and the modernization of our equipment made it possible to meet the growing needs of the municipality.

During such reorganizations, it is natural that adjustments are necessary, especially when experienced employees retire. New colleagues must integrate and rely on the experience of their colleagues to ensure continuity in the service.

As for data management over the last ten years, it should be noted that prior to the introduction of the DSK system in 2019, information was recorded manually. We are continuing to analyse these archives, although it will take time, and it will take several months to compile comprehensive statistics. At present, the College does not have a data analyst who could handle this data professionally. In conclusion, the College reaffirms its responsibility towards the staff and citizens of the municipality: The staff situation is much better than described. A high percentage (83%) of employees appreciate their work at the municipality. Problems that arise can be resolved in most cases. We are convinced that the ongoing analysis will make it possible to identify improvements to go even further.

The College thanks the members present for listening and is committed to continuing efforts to ensure the well-being of the staff and service to the citizen. Mr Jean-Jacques Arrensdorff asked whether they would receive the answers in writing.

The Mayor confirmed that a written feedback, including all the explanations and context necessary to interpret the answers, would be sent to them. In this context, the College of Aldermen proposed to move the next meeting of the municipal council, initially scheduled for 23 October, to 16 October, with an exceptional start at 16:30 instead of 17:00. Councillors unanimously approved this proposal. Councillors are debating the need to address certain issues in closed sessions or in public, with differing views being expressed on this issue. On the one hand, some suggest limiting themselves to present-

ing the rates as percentages, while others prefer to provide a more detailed context to the results presented.

13.1 Information and questions from councillors

Mr. Marc Entringer presented the most recent SIAS projects, such as the waste museum, structural elements in an open environment, Holz vun hei, kierfchen.lu,...

Mr. Eric Eifes asked what progress was being made in the re-commissioning of the public toilets located next to the church in Contern, which had been damaged by acts of vandalism during the summer.

The Mayor replied that they were still waiting for the insurance to return, after which the municipality would proceed with the necessary work.